

rate had not maintained what needed to be done. Now peer group does not only extend to faculty, it also extends to tuition, it extends to role and mission, it extends to a whole series of things. Obviously, tuition is not the same on all campuses. At the university it is not...it is the same at all state colleges, but the two are not the same. And if we want to say faculty should be all the same, then one would want to also say that tuition ought to be all the same on all campuses, based on the concept that there is no difference. I would urge that we do adopt the committee amendment that Senator Scofield has offered. She has explained it was what we felt needed to be added in order to provide nonfaculty with a comparable salary adjustment to other state employees. Again, I should point out though that both for the university and the state colleges, the regents or the board of trustees, will have their final say as to how that is distributed. In the case of state colleges, by and large, it is by the contracts, but I assume some would not be. There is one point that I should add, which was true of both the university and the state colleges in making the calculation, there was not additional funds put in for what is classified as administration that are nonfaculty. They were left at the same pool of funds, the 3 percent, that is already in the appropriation bill. The other thing I want to add is that there is obviously areas where some salary adjustments ought to perhaps be made on some agency at some campus that may not be done this time. It boils down simply that all the things that all of us would like to do cannot all be done at the same time, it doesn't go that far. My understanding, both from the state colleges and the university, is that the principal emphasis on adjustment was to be for faculty retention and the attraction of faculty. That doesn't diminish their concern or interest in nonfaculty salaries, but it was, in essence, a recognition that there needed to be made some effort to retain faculty at this stage.

PRESIDENT: One minute.

SENATOR WARNER: Senator Scofield has pointed out the university has completed a comparison of nonfaculty. State colleges are in the process of doing that. I would suspect that come next year we will attempt to address those issues more fully than we could this year.

PRESIDENT: Thank you. Senator Nelson, you are next, but Senator Shirley Marsh has a special guest. Would you like to